

Listing of claims:

1-28. (Canceled)

1 29. (New) A computer implemented method for management of workforce evolution of a
2 workforce of a business, wherein the workforce comprises at least several employees, comprising
3 the steps of:

4 (1) providing a system solution architecture comprising several layers separated by databases
5 and computational and execution functions,

6 whereas the system solution architecture includes implemented thereon an evolution network for
7 the workforce, said workforce evolution network comprising:

8 (a) a workforce evolution topology comprising (i) a set of at least two skill level/job
9 groups comprising at least a first skill level/job group and a second skill level/job group, and (ii)
10 a set of links, wherein each link is a viable path between the first skill level/job group and the
11 second skill level/job group, the set of links comprising a new hire link, a resignation link, a
12 retire link, a layoff link, a fire link, a promotion link, a demotion link, a role shift link, a role shift
13 with promotion link, and a role shift with demotion link;

14 (b) a present state of the workforce evolution network wherein the present state is
15 represented by a number of employees in each skill level/job group at a given specified time, the
16 present state being a vector;

17 (c) a set of time periods wherein each time period is a pair of time instances (t' , t'') with t'
18 not exceeding t'' ;

19 (d) a set of workforce evolution rates wherein a workforce evolution rate is a numeric
20 value associated with a (link, time period) pair;

21 (e) a space of controlled evolution rates comprising one or more workforce evolution
22 rates for each pair of skill level/job group and a time period;

23 (f) a cost function representing one or more numerical values associated with maintaining
24 the workforce evolution network in a particular state at a particular time;

25 (2) via the system solution architecture, computing a set of achievable states of the workforce

26 evolution network for a given one time period or multiple time periods within the set of time
27 periods, and determining whether a target state is achievable with the present state and the
28 controlled evolution rates;

29 (3) in the workforce evolution network for the workforce comprising at least several
30 employees, after adding or destroying one or more skill level/job groups or one or more links,
31 computing, via the system solution architecture, at least the cost of changing the workforce
32 evolution network topology by the adding or destroying one or more skill level/job groups or one
33 or more evolution links.